Human Resources

Human Resources is primarily responsible for human resources, benefits, and risk management. The department also provides staffing for the City Hall information center.

Human Resources is responsible for labor relations and negotiations with the city's four bargaining units. The four bargaining units are the International Association of Fire Fighters, the Fraternal Order of Police representing Venice police officers, the Fraternal Order of Police representing sergeants and lieutenants, and the American Federation of State, County, and Municipal Employees. The department also manages the city's classification and compensation plans, recruitment for employment vacancies, and maintenance of all official personnel records as well as coordinating the development, modification, and renewal of necessary policies and procedures.

Benefits manages the insurance benefit plans and wellness programs for employees and retirees including insurance, pension, wellness, and disability coverage. This involves assisting in the design of insurance plans, communicating benefit information to employees, assisting employees with problems associated with the processing and payment of health insurance claims, oversight of the Family Medical Leave program, coordinating open enrollment and special enrollment activities, communicating health and wellness information to employees, and researching various programs and initiatives designed to reduce insurance costs for the city and employees.

Risk Management is responsible for the risk management programs that involve the identification, analysis, control, and financing of risk associated with city operations. Efforts are directed to reduce risks resulting from workers' compensation claims, liability claims, and damage expenses for buildings, inventories, vehicles, and equipment owned by the city. This includes the review of contracts, inspection of properties, and other activities to ensure the conservation of city assets.

The City Hall information center provides assistance for visitors and callers alike. This involves answering all calls and transferring callers to appropriate departments to obtain service, redirecting customers to other government agencies or community organizations, greeting, and directing visitors to appropriate departments, and providing general information and assistance. This position also affords assistance to city staff with administrative tasks including copying, faxing, filing, data entry, and other projects, and is responsible for receiving and processing shipments and deliveries to City Hall.

Goal	Objective	Performance Measure	FY 23	FY 24	FY 25
Council Strategic	Extend employee training opportunities in areas to be defined by discussions with departments	Number of employees trained	Training provided included: New Employee Orientation, New Supervisor Training, Disciplinary Action and Organizational Culture, Leadership, Justice, Equity, Diversity and Inclusion	All city employees are trained in how to deal with First Amendment audits. 35 directors and supervisors trained in Artificial Intelligence (AI)	Delivery of necessary training TBD based on needs analysis. Coordinate with the Police Department to provide driver training for city employees
Goal #2: Provide Efficient, Responsive Government with High- Quality Services	Resolve outstanding union grievances through settlement or arbitration in a timely manner	Time from arbitration request to the arbitration	Less than 6 months	N/A – no new arbitrations requested	Resolve outstanding union grievances through arbitration or settlement in a timely manner
	Successfully negotiate collective bargaining agreements	New collective bargaining agreements negotiated	Wage re- openers only for AFSCME and FOP	N/A since all union contracts are in mid-stream	All four full union contracts up for negotiation effective 10/1/2025
	Enhance the city's wellness program	's wellness focused on preventative		Added heart health and financial health components to the program	Evaluate and implement options to further enhance the city's wellness program
	Recruitment lead time excluding difficult to fill positions and relocations	Number of days from advertising to filling position	60 days average excluding difficult to fill positions and relocations	60 days average excluding difficult-to-fill positions and relocations	60 days average excluding difficult-to-fill positions and relocations

Goal	Objective	Performance Measure	FY 23	FY 24	FY 25
	Do an annual employee satisfaction survey	Distribute the survey and collate the results	Distributed and collated results by February 2023	Distributed and collated results by February 2024	Distribute and collate results by February 2025
	The HR Director will gain a better understanding of employees' perspectives by working in the field alongside employees from various departments	Duration and frequency of visits	Completed 4 hours per month (as permitted)	Completed 4 hours per month (as permitted)	Complete 4 hours per month (as permitted)
Council Strategic Goal #2: Provide Efficient, Responsive	Council Strategic Goal #2: Provide Efficient, Responsive A Benefits Representative will go to all city departments to meet with city employees	Frequency of visits	HR Representative met with city employees 4 times per year	HR Representative met with city employees 4 times per year	HR Representative will meet with city employees 4 times per year
Government with High- Quality minimum of o Services contact with each union	president per	Frequency of visits	Monthly contact	Monthly Contact	Monthly Contact
	Maintain a readily accessible record of exit interviews to include benefits and debriefing components as well as turnover report	Consistency in holding exit interviews, content, and accessibility of records	Maintained a readily accessible record of exit interviews to include benefits and debriefing components	Maintained a readily accessible record of exit interviews to include benefits and debriefing components	Maintain a readily accessible record of exit interviews to include benefits and debriefing components

Goal	Objective	Performance Measure	FY 23	FY 24	FY 25
	Leverage technology for process improvements	Increase efficiency in departmental operations	Added NEOGOV for the hiring process. Continue to leverage technology to improve and enhance departmental processes	Solidified completion of NEOGOV hiring process module. Progressed implementation of NEOGOV onboarding module	Continue to leverage technology to improve and enhance departmenta I processes, perhaps including employee performance appraisals and general HRIS system
Council Strategic Goal #2: Provide	Succession Planning	Successful continuity of departmental goals and responsibilities	Provided cross-training and redistribution of department functions to improve efficiency	Provided cross- training and redistribution of department functions to improve efficiency	Provide cross- training and redistributio n of department functions to improve efficiency
Provide Efficient, Responsive Government with High- Quality Services	Develop and administer COVID protocol and return to work plan	Providing current guidance and ensuring workplace safety during an unprecedented pandemic	Updated and revise protocol for COVID-19 as necessary due to changing parameters and guidelines	N/A Effective May 2023 COVID protocols are eliminated and now treated as any other disease	N/A
	New Employee Communication	The Human Resources Director will ensure new employees are successfully acclimating to the work environment	Individually contacted new employees after three months on the job to ensure all is well	Individually contacted new employees after three months on the job to ensure all is well	Individually contact new employees after three months on the job to ensure all is well
	Solicit bids for brokers for property & liability insurance and benefits, and for workers' compensation claims 3 rd party administrator	Have new contracts in place for FY24	Had contracts in place by March 2023	N/A No action is necessary since all contracts are in mid-stream	Plan to address contracts ending in 2025

CITY OF VENICE														001-1601
HUMAN RESOURCES						6 mos.								
EXPENDITURES		1			1	= 50%		T	1				As of	4/16/24
Department 1601			Adopted	Amends/ Proj/Enc	Amended			Positive		Positive	Proposed	Incr (Decr)	vs. 24	
	Actual	Actual	Budget	Rolls to	Budget	YTD Thru	% YTD	(Negative)	Expected	(Negative)	Budget	over FY24	Orig	
	FY 2022	FY 2023	FY 2024	FY 2024	FY 2024	3/31/24	FY24	Variance	FY 2024	Variance	FY 2025	Orig Budget	Bud	FY2025 Budget Comments
Grand Total	1,086,341	1,095,004	1,362,157	0	1,362,157	666,955	49%	695,202	1,362,157	0	1,629,827	267,670	19.7%	
				_										
Exp - Insurance	673,444	667,838	871,136	0	871,136	435,564	50%	435,572	871,136	0	1,092,723	221,587	25.4%	
513.45-00 - INSURANCE	673,444	667,838	871,136	0	871,136	435,564	50%	435,572	871,136	0	1,092,723	221,587	25.4%	Citywide allocation (property & Liab)
Exp - Miscellaneous, services and supplies	28,732	28,263	44,967	0	44,967	16,493	37%	28,474	44,967	0	48,937	3,970	8.8%	
513.40-00 - TRAVEL AND TRAINING	2,904	13,238	20,750	0	20,750	9,796	47%	10,954	20,750	0	20,750	0	-	
513.41-00 - COMMUNICATIONS SERVICES	712	483	967	0	967	202	21%	765	967	0	0	(967)	-100.0%	
513.41-40 - COMMUNICATIONS SERVICES / IS	0	0	0	0	0	0	-	0	0		995	995	-	Mobile Connectivity, phones
513.44-00 - RENTALS AND LEASES	2,484	3,117	9,000	0	9,000	3,310	37%	5,690	9,000	0	8,342	(658)	-7.3%	Sharp - printing services
513.48-00 - PROMOTIONAL ACTIVITIES	19,723	7,686	10,250	0	10,250	1,993	19%	8,257	10,250	0	15,250	5,000	48.8%	
513.51-00 - OFFICE SUPPLIES	2,311	2,552	3,000	0	3,000	498	17%	2,502	3,000	0	2,500	(500)	-16.7%	
513.54-00 - BOOKS, PUB, SUB, MEMBERSP	598	1,187	1,000	0	1,000	694	69%	306	1,000	0	1,100	100	10.0%	
Exp - Professional Services	105,209	91,756	107,716	0	107,716	58,697	54%	49,019	107,716	0	132,074	24,358	22.6%	
513.31-00 - PROFESSIONAL SERVICES	50,896	49,006	63,716	0	63,716	37,955	60%	25,761	63,716	0	82,074	18,358	28.8%	Recruitment software & services, Employee 457 plan consulant
513.31-03 - PROFESSIONAL SERVICES / LEGAL	54,313	42,750	44,000	0	44,000	20,742	47%	23,258	44,000	0	50,000	6,000	13.6%	This is: Union negotiations
Exp - Salaries and Wages	278,956	307,147	338,338	0	338,338	156,201	46%	182,137	338,338	0	356,093	17,755	5.2%	
513.12-00 - REGULAR SALARIES & WAGES	192,814	216,738	236,350	0	236,350	111,097	47%	125,253	236,350	0	247,349	10,999	4.7%	Est raises
513.14-00 - OVERTIME	0	44	0	0	0	0	-	0	0	0	0	0		
513.15-00 - SPECIAL PAY	3,421	1,961	0	0	0	182	-	(182)	0	0	0	0	-	
513.21-00 - FICA	14,041	15,163	18,081	0	18,081	7,742	43%	10,339	18,081	0	18,922	841	4.7%	Statutory 7.65%
513.22-00 - RETIREMENT CONTRIBUTIONS	21,711	26,863	33,231	0	33,231	15,100	45%	18,131	33,231	0	33,837	606	1.8%	FRS fm 14.06% to 13.68%
513.23-00 - LIFE AND HEALTH INSURANCE	42,795	45,482	43,846	0	43,846	21,918	50%	21,928	43,846	0	49,251	5,405	12.3%	Citywide allocation
513.24-00 - WORKERS' COMPENSATION	319	346	330	0	330	162	49%	168	330	0	234	(96)	-29.1%	Citywide allocation

6,500

3,855

513.25-00 - UNEMPLOYMENT COMPENSATION

550

6,500

0%

6,500

6,500

6,500

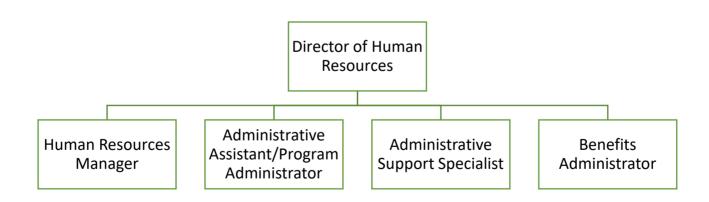
0.0%

HUMAN RESOURCES

STAFFING

CLASSIFICATION	Actual FY 2022	Actual FY 2023	Amended Budget FY 2024	Proposed Budget FY 2025
Director of Human Resources *	1.0	1.0	1.0	1.0
Administrative Support Specialist	1.0	1.0	1.0	1.0
Admin Assistant/Program Admin **	1.0	1.0	1.0	1.0
Human Resources Manager	1.0	1.0	1.0	1.0
Benefits Administrator ***	1.0	1.0	1.0	1.0
Total Department Staff	5.0	5.0	5.0	5.0

^{*} Position is split 65% General Fund, 5% Group Life & Health Fund, 15% Workers Comp Fund, & 15% Property & Liability Insurance Fund



^{**} Position is split 25% General Fund, 45% Workers Comp Fund, & 30% Property & Liability Insurance Fund.

^{***} Position is 100% Group Life & Health Fund.

CITY OF VENICE														Fund FO1
GROUP LIFE & HEALTH INSURANCE INTE	RNAL SVC FU	ND #501				6 mos.								Fund 501
REVENUES & EXPENSES						= 50%							As of	4/10/24
GROUP LIFE & HEALTH INSURANCE FUND			Adopted	Amendmts/	Amended			Positive			Proposed	Incr (Decr)		
501 - 0421	FY2022	FY2023	Budget	Encumbr/	Budget	YTD Thru	% YTD	(Negative)	Expected	Expected	Budget	over FY24	Pct Incr	
301 - 0421	Actuals	Actuals	FY 2024	Project Roll	FY2024	3/31/24	FY24	Variance	FY 2024	Variance	FY 2025	Expected	(Decr)	FY2025 Budget Comments
Total Revenues	8,047,290	8,790,305	8,617,377	0	8,617,377	4,644,036	54%	(3,973,341)	8,914,067	296,690	9,464,083	550,016	6.2%	
Rev - Miscellaneous, Other	2,599,850	2,622,837	2,723,762	0	2,723,762	1,577,940	58%	(1,145,822)	2,837,952	114,190	2,847,725	9,773	0.3%	
369.90-00 - MISCELLANEOUS REVENUE	361,185	362,306	355,000	0	355,000	407,210	115%	52,210	550,000	195,000	425,000	(125,000)	-22.7%	Includes: Rx rebates; wellness
369.91-05 - HEALTH INS-RETIREES, ETC	625,688	602,066	630,810	0	630,810	272,875	43%	(357,935)	550,000	(80,810)	550,000	0	0.0%	Attrition
369.91-06 - COBRA	874	0	0	0	0	0	-	0	0	0	0	0	-	
369.91-08 - EMP CONTRB- DENTAL	260,862	255,062	257,160	0	257,160	130,460	51%	(126,700)	257,160	0	283,142	25,982	10.1%	Match costs below
369.91-09 - EMP CONTRB- HEALTH	993	1,094	0	0	0	0	-	0	0	0	0	0	-	
369.91-10 - EMP CONTRB- VISION	38,200	34,854	37,382	0	37,382	17,624	47%	(19,758)	37,382	0	35,131	(2,251)	-6.0%	Match costs below
369.91-12 - EMP CONTRB- SUPP LIFE	62,734	70,704	74,326	0	74,326	38,172	51%	(36,154)	74,326	0	82,926	8,600	11.6%	Match costs below
369.91-13 - EMP CONTRB- LTD BUY-UP	19,691	17,983	19,084	0	19,084	9,086	48%	(9,998)	19,084	0	19,006	(78)	-0.4%	Match costs below
369.91-14 - EMPLOYEE HEALTH	193,182	211,595	195,000	0	195,000	109,446	56%	(85,554)	195,000	0	218,900	23,900	12.3%	EE Rate up 4.0%
369.91-15 - EMP PLUS ONE HEALTH	272,219	306,235	357,000	0	357,000	172,939	48%	(184,061)	357,000	0	359,720	2,720	0.8%	EE Rate up 4.0%
369.91-16 - FAMILY HEALTH	764,222	760,938	798,000	0	798,000	420,128	53%	(377,872)	798,000	0	873,900	75,900	9.5%	EE Rate up 4.0%
Rev - Interest	26,001	396,402	217,500	0	217,500	228,072	105%	10,572	400,000	182,500	224,300	(175,700)	-43.9%	
361.10-00 - INTEREST ON INVESTMENTS	26,001	396,402	217,500	0	217,500	228,072	105%	10,572	400,000	182,500	224,300	(175,700)	-43.9%	yields, est 3.25%
Rev - Interfund Charges	5,421,439	5,771,066	5,676,115	0	5,676,115	2,838,024	50%	(2,838,091)	5,676,115	0	6,392,058	715,943	12.6%	
395.10-00 - DEPARTMENTAL CHARGES	5,421,439	5,771,066	5,676,115	0	5,676,115	2,838,024	50%	(2,838,091)	5,676,115	0	6,392,058	715,943	12.6%	Balance account
			Adopted	Amendmts/	Amended			Positive			Proposed	Incr (Decr)		
	FY2022	FY2023	Budget	Encumbr/	Budget	YTD Thru	% YTD	(Negative)	Expected	Expected	Budget	over FY24	Pct Incr	
	Actuals	Actuals	FY 2024	Project Roll	FY2024	3/31/24	FY24	Variance	FY 2024	Variance	FY 2025	Orig Bud	(Decr)	FY2025 Budget Comments
Total Expenses	7,514,106	8,298,321	9,017,377	0	9,017,377	3,702,479	41%	5,314,898	9,017,377	0	9,864,083	846,706	9.4%	
Exp - Claims	5,449,518	6,181,605	6,359,440	0	6,359,440	2,545,036	40%	3,814,404	6,359,440	0	7,110,180	750,740	11.8%	
595.23-01 - MEDICAL CLAIMS	5,440,289	6,146,139	6,322,977	0	6,322,977	2,534,508	40%	3,788,469	6,322,977	0	7,072,981	750,004	11.9%	Trend @ 11.5% increase, reduced # of high claimants
595.23-11 - EAP CLAIMS	4,441	5,922	6,463	0	6,463	3,454	53%	3,009	6,463	0	7,199	736	11.4%	
595.23-24 - WELLNESS PLAN	4,788	29,544	30,000	0	30,000	7,074	24%	22,926	30,000	0	30,000	0	0.0%	

CITY OF VENICE														Fund FO1
GROUP LIFE & HEALTH INSURANCE INTE	RNAL SVC FU	ND #501				6 mos.								Fund 501
REVENUES & EXPENSES						= 50%							As of	4/10/24
GROUP LIFE & HEALTH INSURANCE FUND			Adopted	Amendmts/	Amended			Positive			Proposed	Incr (Decr)		
501 - 0421	FY2022	FY2023	Budget	Encumbr/	Budget	YTD Thru	% YTD	(Negative)	Expected	Expected	Budget	over FY24	Pct Incr	
	Actuals	Actuals	FY 2024	Project Roll	FY2024	3/31/24	FY24	Variance	FY 2024	Variance	FY 2025	Expected	(Decr)	FY2025 Budget Comments
-	4 557 440	4 507 000	0.004.457		0.004.457	004 000	400/	4 000 474	0.004.457		0.400.000	400.040	F 404	
Exp - Insurance	1,557,143	1,587,200	2,084,157	0	2,084,157	881,683	42%	1,202,474	2,084,157	0	2,190,399	106,242	5.1%	Rates increased. This is: Stop-
595.45-00 - INSURANCE	1,022,814	1,099,662	1,586,426	0	1,586,426	634,602	40%	951,824	1,586,426	0	1,654,222	67,796	4.3%	Loss & Medicare
595.45-03 - DENTAL	273,518	253,604	257,160	0	257,160	130,087	51%	127,073	257,160	0	283,142	25,982		Rate stayed flat + FTEs
595.45-04 - VISION	34,055	35,201	37,382	0	37,382	14,813	40%	22,569	37,382	0	35,131	(2,251)		Rate stayed flat + FTEs
595.45-05 - LIFE & AD&D	55,617	49,252	52,197	0	52,197	25,741	49%	26,456	52,197	0	55,213	3,016		Rate incr. 0% + FTEs
595.45-06 - SUPPLEMENTAL LIFE	64,413	70,513	74,326	0	74,326	38,617	52%	35,709	74,326	0	82,926	8,600		Rate incr. 0% + FTEs
595.45-07 - LTD BUY-UP	20,740	18,011	19,084	0	19,084	9,034	47%	10,050	19,084	0	19,006	(78)	-0.4%	Rate decr 4.3% + FTEs
595.45-08 - EMPLOYER LIFE	85,986	60,957	57,582	0	57,582	28,789	50%	28,793	57,582	0	60,759	3,177	5.5%	Rate decr 4.3% + FTEs
Exp - Professional Services	409,589	411,477	432,024	0	432,024	210,224	49%	221,800	432,024	0	419,327	(12,697)	-2.9%	
595.31-00 - PROFESSIONAL SERVICES	409,589	411,477	432,024	0	432,024	210,224	49%	221,800	432,024	0	419,327	(12,697)	-2.9%	
Eve Salarias and Wagas	87,856	113,039	126,756	0	126,756	58,036	46%	68,720	126,756	0	129,177	2,421	1.9%	
Exp - Salaries and Wages 595.12-00 - REGULAR SALARIES & WAGES	60,701	80,664	87,638	0	87,638	41,496	40%	46,142	87,638	0	91,696	4,058	4.6%	
595.12-00 - REGULAR SALARIES & WAGES 595.14-00 - OVERTIME	00,701	3	07,036	0	07,030	41,490	4770	40,142	07,030	0	91,090	4,038	4.0%	
595.15-00 - SPECIAL PAY	407	243	0	0	0	76	_	(76)	0	0	0	0	_	
595.21-00 - FICA	4,297	5,457	6,704	0	6,704	2,819	42%	3,885	6,704	0	7,014	310	4.6%	Statutory 7.65%
595.22-00 - RETIREMENT CONTRIBUTIONS	6,829	10,006	16,406	0	16,406	5,641	34%	10,765	16,406	0	12,544	(3,862)	-23.5%	FRS fm 14.06% to 13.68%
595.23-00 - LIFE & HEALTH INSURANCE	15,494	16,538	15,876	0	15,876	7,938	50%	7,938	15,876	0	17,831	1,955	12.3%	
595.24-00 - WORKERS COMPENSATION	128	128	132	0	132	66	50%	66	132	0	92	(40)	-30.3%	Citywide allocation
Exp - Transfer Out	10,000	5,000	15,000	0	15,000	7,500	50%	7,500	15,000	0	15,000	0	0.0%	
501-9902-581.91-00 - TRANSFER TO FLEX SPEND	10,000	5,000	15,000	0	15,000	7,500	50%	7,500	15,000	0	15,000	0	0.0%	
Total Fund Analysis														
Revenues (Above)	8,047,290	8,790,305	8,617,377	0	8,617,377	4,644,036			8,914,067		9,464,083		Change	
Expenses (Above)	(7,514,106)	(8,298,321)	(9,017,377)	0	(9,017,377)	(3,702,479)			(9,017,377)		(9,864,083)		9%	
Net Revenues	533,184	491,984	(400,000)	0	(400,000)	941,557			(103,310)		(400,000)			
Beginning Net Assets *	6 170 062	6 702 246	7 025 560						7,195,230		7,091,920			
Ending Net Assets *	6,170,062 6,703,246	6,703,246 7,195,230	7,035,568 6,635,568						7,195,230		6,691,920	D		
			0,055,508					:	7,031,320	:	0,031,320	ט		
* Net Assets equals unrestricted/total net po	sition for this	Fund.												

CITY OF VENICE														F d FO1
GROUP LIFE & HEALTH INSURANCE INTER	RNAL SVC FU	ND #501				6 mos.								Fund 501
REVENUES & EXPENSES						= 50%							As of	4/10/24
GROUP LIFE & HEALTH INSURANCE FUND			Adopted	Amendmts/	Amended			Positive			Proposed	Incr (Decr)		
	FY2022	FY2023	Budget	Encumbr/	Budget	YTD Thru	% YTD	(Negative)	Expected	Expected	Budget	over FY24	Pct Incr	
501 - 0421	Actuals	Actuals	FY 2024	Project Roll	FY2024	3/31/24	FY24	Variance	FY 2024	Variance	FY 2025	Expected	(Decr)	FY2025 Budget Comments
Target Analysis - Net Assets as a % of Annu	al Exp.													
			Adopted								Proposed			
	FY2022	FY2022	Budget						Expected		Budget			
	Actuals	Actuals	FY 2023						FY2023		FY 2024			
Projected Ending Net Assets	6,703,246	7,195,230	6,635,568						7,091,920		6,691,920	В		
Annual Expenditures	7,514,106	8,298,321	9,017,377						9,017,377		9,864,083	Α		
Percent	89%	87%	74%						79%		68%			
Target **	1,878,527	2,074,580	2,254,344						2,254,344		2,466,021			
Excess (Shortage)	4,824,720	5,120,650	4,381,224						4,837,576		4,225,899			
** Target in this fund is 4 months operating e	xpenses.													

CITY OF VENICE WORKERS COMPENSATION SELF-INS FUND #502

6 mos.

Fund 502

REVENUES & EXPENSES = 50% As of 4/10/24

NEVEROLS & EXPENSES						- 30/0							A3 UJ	4/10/24
WORKERS' COMPENSTATION SELF- INSURANCE FUND 502 - 0421 Total Revenues	FY2022 Actuals 680,888	FY2023 Actuals 788,021	Adopted Budget FY 2024 728,819	Amendmts/ Encumbr/ Project Roll	Amended Budget FY2024 728,819	YTD Thru 3/31/24 373,406	% YTD FY24	Positive (Negative) Variance (355,413)	Expected FY 2024 766,519	Net Positive (Negative) Variance 37,700	Proposed Budget FY 2025	Incr (Decr) over FY24 Expected (225,045)	Pct Incr (Decr)	FY2025 Budget Comments
Total Novolidos	000,000	700,021	720,010	•	720,010	070,400	0170	(000,410)	700,010	07,700	041,474	(220,040)	20.470	
Rev - Interfund Charges	645,338	671,717	659,419	0	659,419	329,646	50%	(329,773)	659,419	0	460,974	(198,445)	-30.1%	
395.10-00 - DEPARTMENTAL CHARGES	645,338	671,717	659,419	0	659,419	329,646	50%	(329,773)	659,419	0	460,974	(198,445)	-30%	
Rev - Interest	4,399	69,373	42,300	0	42,300	43,760	103%	1,460	80,000	37,700	53,400	(26,600)	-33.3%	
361.10-00 - INTEREST ON INVESTMENTS	4,399	69,373	42,300	0	42,300	43,760	103%	1,460	80,000	37,700	53,400	(26,600)	-33%	yields, est 3.25%
Rev - Miscellaneous, Other	31,151	46,931	27,100	0	27,100	0	0%	(27,100)	27,100	0	27,100	0	0.0%	
369.00-00 - OTHER MISCELLANEOUS REV	31,151	46,931	27,100	0	27,100	0	0%	(27,100)	27,100	0	27,100	0	0%	
			Adopted	Amendmts/	Amended			Positive		Net Positive	Proposed	Incr (Decr)		
	FY2022	FY2023	Budget	Encumbr/	Budget	YTD Thru	% YTD	(Negative)	Expected	(Negative)	Budget	over FY24	Pct Incr	
	Actuals	Actuals	FY 2024	Project Roll	FY2024	3/31/24	FY24	Variance	FY 2024	Variance	FY 2025	Orig Bud	(Decr)	FY2025 Budget Comments
Total Expenses	452,861	442,672	728,819	0	728,819	296,825	41%	431,994	728,819	0	741,474	12,655	1.7%	
Exp - Claims	204,136	195,555	441,945	0	441,945	122,017	28%	319,928	441,945	0	453,330	11,385	2.6%	
595.23-03 - WORKERS COMP CLAIMS	204,136	195,555	441,945	0	441,945	122,017	28%	319,928	441,945	0	453,330	11,385	3%	This is: actuary 75% conf + 3.5%
	4=====	110 700	4== 000		4== 000	100.001			4== 000		4======	(0.40=)	1.00/	
Exp - Insurance	157,577	149,728	177,900	0	177,900	128,904	72%	48,996	177,900	0	175,795	(2,105)		
595.45-00 - INSURANCE	157,577	149,728	177,900	0	177,900	128,904	72%	48,996	177,900	0	175,795	(2,105)	-1%	
Exp - Professional Services	29,826	34,374	39,000	0	39,000	14,445	37%	24,555	39,000	0	41,000	2,000	5.1%	
595.31-00 - PROFESSIONAL SERVICES	29,826	34,374	39,000	0	39,000	14,445	37%	24,555	39,000	0	41,000	2,000	5%	
555.51-00 -1 Not Eddiolare delivided	23,020	04,074	00,000	Ü	00,000	14,440	37 70	24,000	33,000	Ü	41,000	2,000	370	
Exp - Salaries and Wages	61,322	63,015	69,974	0	69,974	31,459	45%	38,515	69,974	0	71,349	1,375	2.0%	
595.12-00 - REGULAR SALARIES & WAGES	43,559	44,412	48,141	0	48,141	22,320	46%	25,821	48,141	0	50,370	2,229	5%	
595.14-00 - OVERTIME	0	10	0	0	0	0	-	0	0	0	0	0	-	
595.15-00 - SPECIAL PAY	716	431	0	0	0	0	-	0	-	0	0	0	-	
595.21-00 - FICA	3,237	3,147	3,683	0	3,683	1,544	42%	2,139	3,683	0	3,853	170	5%	Statutory 7.65%
	-,							F 000	0.010	0	6,891	(0.404)	0.40/	FRS fm 14.06% to 13.68%
595.22-00 - RETIREMENT CONTRIBUTIONS	4,892	5,501	9,012	0	9,012	3,029	34%	5,983	9,012	U	0,891	(2,121)	-24%	FRS IIII 14.00% to 13.08%
595.22-00 - RETIREMENT CONTRIBUTIONS 595.23-00 - LIFE & HEALTH INSURANCE		5,501 9,450	9,012 9,072	0	9,012 9,072	3,029 4,536	34% 50%	4,536	9,012	0	10,189	1,117		Citywide allocation

CITY OF VENICE														
WORKERS COMPENSATION SELF-INS FU	ND #502					6 mos.								Fund 502
REVENUES & EXPENSES						= 50%							As of	4/10/24
WORKERS' COMPENSTATION SELF- INSURANCE FUND 502 - 0421	FY2022 Actuals	FY2023 Actuals	Adopted Budget FY 2024	Amendmts/ Encumbr/ Project Roll	Amended Budget FY2024	YTD Thru 3/31/24	% YTD FY24	Positive (Negative) Variance	Expected FY 2024	Net Positive (Negative) Variance	Proposed Budget FY 2025	Incr (Decr) over FY24 Expected	Pct Incr (Decr)	FY2025 Budget Comments
Total Fund Analysis														
Revenues (Above)	680,888	788,021	728,819	0	728,819	373,406			766,519		541,474		Change	
Expenses (Above)	(452,861)	(442,672)	(728,819)		(728,819)	(296,825)			(728,819)	В	(741,474)	В	1.7%	
Net Revenues	228,027	345,349	-	0	-	76,581			37,700		(200,000)			
Beginning Net Assets *	328,658	556,685	625,175						902,034		939,734			
Ending Net Assets *	556,685	902,034	625,175						939,734	Α	739,734	Α		
* Net Assets equals unrestricted/total net po	osition for thi	s Fund.												
Target Analysis - Net Assets as a % of Annual			Adopted								Proposed			
Ехр.	FY2022	FY2023	Budget						Expected		Budget			
_	Actuals	Actuals	FY 2024						FY 2024		FY 2025			
Projected Ending Net Assets	556,685	902,034	625,175						939,734	Α	739,734	Α		
Annual Expenditures	452,861	442,672	728,819						728,819	В	741,474	В		
Percent	123%	204%	86%						129%		100%			
	113,215	110,668	182,205						182,205		185,369			
Target **	113,213	110,000												

CITY OF VENICE															- 1-00
EMPLOYEE FLEXIBLE SPENDING INTERNAL SE	RVICE FUNI	D #503					6 mos.								Fund 503
REVENUES & EXPENSES							= 50%							As of	4/10/24
EMPLOYEE FLEXIBLE SPENDING FUND 503	FY2021 Actuals	FY2022 Actuals	FY2023 Actuals	Adopted Budget FY 2024	Amendmts/ Encumbr/ Project Roll	Amended Budget FY2024	YTD Thru 3/31/24	% YTD FY24	Positive (Negative) Variance	Expected FY 2024	Net Positive (Negative) Variance	Proposed Budget FY 2025	Incr (Decr) over FY24 Expected	Pct Incr	FY2025 Budget Comments
Total Revenues	155,040	135,557	129,855	135,000	0	135,000	81,329	60%	(53,671)	165,000	30,000	162,000	(3,000)	-1.8%	
Rev - Miscellaneous, Other	145,040	125,557	124,855	120,000	0	120,000	73,829	62%	(46,171)	150,000	30,000	147,000	(3,000)	-2.0%	
366.01-00 - EMPLOYEE CONTRIBUTIONS	145,040	125,557	124,855	120,000	0	120,000	73,829	62%	(46,171)	150,000	30,000	147,000	(3,000)	-2.0%	Est rev +/- exp.
Rev - Transfers In	10,000	10,000	5,000	15,000	0	15,000	7,500	50%	(7,500)	15,000	0	15,000	0	0.0%	
381.51-00 - TRANSFER IN FM GROUP HEALTH	10,000	10,000	5,000	15,000	0	15,000	7,500	50%	(7,500)	15,000	0	15,000	0	0.0%	
	FY2021	FY2022	FY2023	Adopted Budget	Amendmts/ Encumbr/	Amended Budget	YTD Thru	% YTD	Positive (Negative)	Expected	Net Positive (Negative)	Proposed Budget	Incr (Decr)	Pct Incr	FY2025 Budget
	Actuals	Actuals	Actuals	FY 2024	Project Roll	FY2024	3/31/24	FY24	Variance	FY 2024	Variance	FY 2025	Orig Bud	(Decr)	Comments
Total Expenses 0403	140,772	134,780	128,513	133,600	0	133,600	82,682	62%	133,599	163,600	(30,000)	166,650	33,050	25%	
Exp - Miscellaneous, services and supplies	137,146	131,743	125,515	130,000	0	130,000	81,347	63%	129,999	160,000	(30,000)	163,000	33,000	25%	
513.23-02 - LIFE AND HEALTH INSURANCE / CLAIMS	137,146	131,743	125,515	130,000	0	130,000	81,347	63%	129,999	160,000	(30,000)	163,000	33,000	25%	
	,	101,110	,	100,000		100,000	01,011		,	100,000	(00,000)	,	22,000		
Exp - Professional Services	3,626	3.037	2,998	3,600	0	3,600	1,335	37%	3,600	3,600	0	3,650	50	1%	
513.31-00 - PROFESSIONAL SERVICES	3,626	3,037	2,998	3,600	0	3,600	1,335	37%	3,600	3,600	0	3,650	50		This is: Plan costs
													_		
Total Fund Analysis															
Revenues (Above)	155,040	135,557	129,855	135,000	0	135,000	81,329			165,000		162,000	Change	_	
Expenses (Above)	(140,772)			(133,600)	0	(133,600)	(82,682)			(163,600)	_	(166,650)	25%		
Net Revenues	14,268	777	1,342	1,400	0	1,400	(1,353)			1,400		(4,650)			
Beginning Net Assets *	8,168	22,436	23,213	9,013						24,555		25,955			
Ending Net Assets *	22,436	23,213	24,555	10,413	-					25,955	Α	21,305	Α		
* Net Assets equals unrestricted/total net position	for this Fund	d.			=						=		1		
Target Analysis - Net Assets vs. Target				Adopted								Proposed	ī		
	FY2021	FY2022	FY2023	Budget						Expected		Budget			
	Actuals	Actuals	Actuals	FY 2024						FY 2024		FY 2025			
Ending Net Assets	22,436	23,213	24,555	10,413						25,955	A	21,305	А		
Target **	5,000	5,000	5,000	5,000						5,000		5,000			
Excess (Shortage)	17,436	18,213	19,555	5,413						20,955		16,305			
** Target in this fund is \$5,000													1		
** Target in this fund is \$5,000.															

CITY OF VENICE														5 1504
PROPERTY & LIABILITY INSURANCE INTERN	IAL SERVICE	FUND #504				6 mos.								Fund 504
REVENUES & EXPENSES						= 50%							As of	4/10/24
PROPERTY & LIABILITY INSURANCE FUND 504 - 0422	FY2022 Actuals	FY2023 Actuals	Adopted Budget FY 2024	Amendmts/ Encumbr/ Project Roll	Amended Budget FY2024	YTD Thru 3/31/24	% YTD FY24	Positive (Negative) Variance	Expected FY 2024	Net Positive (Negative) Variance	Proposed Budget FY 2025	Incr (Decr) over FY24 Expected	Pct Incr (Decr)	FY2025 Budget Comments
Total Revenues	1,350,095	1,550,849	1,899,053	0	1,899,053	1,001,707	53%	(1,021,326)	1,961,053	(62,000)	2,454,263	493,210	25.2%	
Rev - Interfund Charges	1,304,821	1,364,052	1,824,053	0	1,824,053	912,000	50%	(912,053)	1,824,053	0	2,368,063	544,010	29.8%	
396.10-00 - DEPARTMENTAL CHARGES	1,304,821	1,364,052	1,824,053	0	1,824,053	912,000	50%	(912,053)	1,824,053	0	2,368,063	544,010	29.8%	Property, drone, general liability
Rev - Interest	3,509	43,980	30,000	0	30,000	21,717	72%	(8,283)	40,000	10,000	36,200	(3,800)	-9.5%	
361.10-00 - INTEREST ON INVESTMENTS	3,509	43,980	30,000	0	30,000	21,717	72%	(8,283)	40,000	10,000	36,200	(3,800)	-9.5%	yields, est 3.0%
Rev - Miscellaneous, Other	41,765	142,817	45,000	0	45,000	67,990	151%	(100,990)	97,000	(72,000)	50,000	15,000	15.5%	
369.30-00 - MISC REVENUE/INSURANCE SETTL	0	0	0	0	0	61,990	-	(61,990)	62,000	(62,000)	0	(62,000)	-100.0%	
369.90-00 - MISCELLANEOUS REVENUE	41,765	142,817	45,000	0	45,000	6,000	13%	(39,000)	35,000	(10,000)	50,000	15,000	42.9%	
	FY2022	FY2023	Adopted Budget	Amendmts/ Encumbr/	Amended Budget	YTD Thru	% YTD	Positive (Negative)	Expected	Net Positive (Negative)	Proposed Budget	Incr (Decr) over FY24	Pct Incr	
	Actuals	Actuals	FY 2024	Project Roll	FY2024	3/31/24	FY24	Variance	FY 2024	Variance	FY 2025	Orig Bud	(Decr)	FY2025 Budget Comments
Total Expenses 0422	1,326,468	1,499,185	1,949,053	11,529	1,960,582	1,630,780	83%	329,802	1,960,582	0	2,504,263	555,210	28.5%	
Exp - Insurance	1,243,881	1,396,230	1,856,884	11,529	1,868,413	1,595,178	85%	273,235	1,868,413	0	2,409,821	552,937	29.8%	
596.45-00 - INSURANCE	1,036,278	1,109,790	1,556,884	0	1,556,884	1,434,114	92%	122,770	1,556,884	0	2,109,821	552,937	35.5%	
596.45-99 - INSURANCE / CLAIMS	207,603	286,440	300,000	11,529	311,529	161,064	52%	150,465	311,529	0	300,000	0	0.0%	b/c of FY22 and YTD
Fun Dustancianal Caminas	22.000	51,518	35,000	0	25.000	0.000	28%	0E 161	35,000	0	36,225	1,225	3.5%	
Exp - Professional Services 596.31-00 - PROFESSIONAL SERVICES	33,000 33,000	51,518	35,000	0	35,000 35,000	9,839 9,839	28%	25,161 25,161	35,000	0	36,225	1,225	3.5%	
596.31-03 - PROFESSIONAL SERVICES / LEGAL	0	0	0	0	33,000	9,639	20 /0	23,101	33,000	0	0	1,223	3.5 /0	
390.31-03 - PROFESSIONAL SERVICES / LEGAL	0	0	0	0	U	0	-	0	0	0	U	0	_	
Exp - Salaries and Wages	49,587	51,437	57,169	0	57,169	25,763	45%	31,406	57,169	0	58,217	1,048	1.8%	
596.12-00 - REGULAR SALARIES & WAGES	35,544	36,701	39,803	0	39,803	18,530	47%	21,273	39,803	0	41,646	1,843	4.6%	
596.14-00 - OVERTIME	0	10	0	0	0	0	-	0		0	0	0	-	
596.15-00 - SPECIAL PAY	716	427	0	0	0	0	-	0	0	0	0	0	-	
596.21-00 - FICA	2,623	2,603	3,045	0	3,045	1,287	42%	1,758	3,045	0	3,186	141	4.6%	Statutory 7.65%
596.22-00 - RETIREMENT CONTRIBUTIONS	4,000	4,547	7,451	0	7,451	2,514	34%	4,937	7,451	0	5,697	(1,754)	-23.5%	•
596.23-00 - LIFE & HEALTH INSURANCE	6,640	7,082	6,804	0	6,804	3,402	50%	3,402	6,804	0	7,642	838	12.3%	Citywide allocation
596.24-00 - WORKERS COMPENSATION	64	67	66	0	66	30	45%	36	66	0	46	(20)	-30.3%	Citywide allocation

CITY OF VENICE														5 -1504
PROPERTY & LIABILITY INSURANCE INTERNAL SERVICE FUND #504							6 mos.							Fund 504
REVENUES & EXPENSES					= 50%								As of	4/10/24
PROPERTY & LIABILITY INSURANCE FUND 504 - 0422	FY2022 Actuals	FY2023 Actuals	Adopted Budget FY 2024	Amendmts/ Encumbr/ Project Roll	Amended Budget FY2024	YTD Thru 3/31/24	% YTD FY24	Positive (Negative) Variance	Expected FY 2024	Net Positive (Negative) Variance	Proposed Budget FY 2025	Incr (Decr) over FY24 Expected	Pct Incr (Decr)	FY2025 Budget Comments
Total Fund Analysis												1		
Revenues (Above)	1,350,095	1,550,849	1,899,053	0	, ,				1,961,053		2,454,263		Change	
Expenses (Above)	(1,326,468)	(1,499,185)	(1,949,053)	(11,529)	(1,960,582)				(1,960,582)	В	(2,504,263)	В	28.5%	
Net Revenues	23,627	51,664	(50,000)	(11,529)	(61,529)				471		(50,000)			
Beginning Net Assets *	1,039,037	1,062,664	1,039,664						1,114,328		1,114,799			
Ending Net Assets *	1,062,664	1,114,328	989,664						1,114,799	Α	1,064,799	Α		
* Net Assets equals unrestricted/total net posit	ion for this Fur	nd.							•			_		
Target Analysis - Net Assets as a % of Annual Exp.			Adopted								Proposed			
	FY2022	FY2023	Budget						Expected		Budget			
	Actuals	Actuals	FY 2024						FY 2024		FY 2025			
Projected Ending Net Assets	1,062,664	1,114,328	989,664						1,114,799	Α	1,064,799	Α		
Annual Expenditures	1,326,468	1,499,185	1,949,053						1,960,582	В	2,504,263	В		
Percent	80%	74%	51%						57%		43%			
Target **	331,617	374,796	487,263						490,146		626,066			
Excess (Shortage)	731,047	739,532	502,401						624,654		438,733			